

SECTION 15

REIMBURSEMENT OF INCURRED COSTS

VOLUNTEER FIREFIGHTERS

15.1 Status: Military Department Employees

Volunteer fire agency personnel who are mobilized under the *Mobilization Plan* will be hired and paid as short-term “exempt” employees of the Washington State Military Department. References to “temporary” firefighters are based on the short-term nature of the employment with the Washington State Military Department, not their employment status under the Washington Administrative Codes.

Note: “Exempt” in this context refers to civil service law and does not have the same meaning as “exempt” under the Fair Labor Standards Act.

Employment status with the Washington State Military Department begins:

- At the time state mobilization is declared for those resources already on the incident
- or
- Upon mobilization or assignment to a responding state mobilization resource holding an authorized incident resource request number.

Employment status with the Washington State Military Department ends at the time that the demobilized resource arrives back at its home station.

15.2 Compensable Time

Compensable time includes:

- Travel time (both ways) between the home fire agency (departure point) and the incident.
- Time in assigned status (on-duty time).
Assigned Time: Any time the firefighter is on duty or subject to duty (not free to leave an area) and remains under the direction and control of the Incident Commander or their designee. All assignments after the first operational period of the incident must be in the incident shift plan to be compensable.

15.3 Non-Compensable Time

Non-compensable time includes:

- Time when an individual is not on assigned duty and is free to leave the area, which may include eating and sleeping periods.
- Time required for vehicle / equipment servicing or maintenance.
- Crew change travel time (either direction).
- Out-of-service time (e.g., unit decommissioned or broken down).

15.4 Overtime

All hours worked in excess of 40 regular hours each workweek shall be paid at one and one-half times the regular rate.

The workweek begins at the time the state mobilization employee leaves his/her home jurisdiction and continues for seven consecutive 24-hour periods.

15.5 Compensation Rates

Volunteer fire agency personnel that are hired as short-term “exempt” employees of the Washington State Military Department will be paid in accordance with the current Washington-Oregon Interagency Rate Schedule as amended and adopted by the Washington State Association of Fire Chiefs (see Appendix G.2).

15.6 Per Diem Expenses

Volunteer fire agency personnel that are hired as short-term “exempt” employees of the Washington State Military Department will be reimbursed for per diem expenses in accordance with the Washington State Travel Regulations and Rates, when eligible for such reimbursement.